



Management of Mobile Training Unit in Youth Empowerment in Mushroom Cultivation Training at Upt Jember Regency Job Training Center

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ABSTRACT

In modern times today there are many problems that arise in society, one of which is the difficulty in finding a job due to lack of provisions or experience. Training is very important for our lives. Nowadays there are very many training institutions that have begun to emerge in big cities, therefore a new innovation has emerged, namely the *Mobile Training Unit* (MTU) for those who are difficult to reach the training location. This study used a qualitative research approach. UPT Jember Regency Job Training Center as a research site using *purposive area*, observation, interviews, and documentation. As for the technique of determining research informants using *snowball sampling*, the key informants of this research are MTU program managers, and supporting informants are MTU participants. Data analysis was carried out using the Miles and Huberman model, namely data collection, data reduction, data presentation, and conclusion. The conclusion of this study is that the management carried out by instructors from UPT Job Training Center has been effective and efficient in empowering trainees.

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1. INTRODUCTION

In modern times, there are many problems that arise in society, one of which is the difficulty in finding a job due to lack of provisions or experience (Matondang, 2014). In carrying out its role, non-formal education can solve problems that are a burden on the community (Supsiolani, 2019). One of them is training, training is very important for our lives. Nowadays very many training institutions are starting to emerge, from computer training institutions, automotive, screen printing, delivery, and many others. However, the majority of training institutions are located in urban cities, and in remote villages there are still no (Yuliani, 2016).

Therefore, MTU (*Mobile Training Unit*) emerged which is an innovation for those who are difficult to reach the training location (Ponamom et al., 2021). MTU has been carried out by one of the institutions in Jember called UPT BLK. The *Mobile Training Unit* program is often referred to as MTU, MTU is a bottom-up training program that is managed from, by and for the community (Mukharromah et al., 2018). The implementation of mobile training (*Mobile Training Unit*) is aimed at job seekers and unemployed in remote areas in the village to be empowered and improve the competencies that the community has that previously could not be maximized. The MTU program serves to train job seekers and unemployed people in remote areas. The essence of empowerment (Mensah et al., 2010) includes three things, namely development (*enabling*), strengthening potential or power (*empowering*), and the creation of independence. Prosperity is the ability to build independent human resources in managing the resources in it (Endah, 2020).

In the implementation of the MTU program, one important component is management. The basic functions of management are planning, organizing, implementing, supervising, assessing so that the targets set can be achieved (Nur et al., 2016). *Mobile Training Unit* management is carried out to determine whether the ongoing management process is efficient in empowering youth trainees (Andzarini et al., 2020).

2. METHODS

This study uses a qualitative research approach to explore descriptive information. This research was conducted for 6 months, starting from December 2018 to May 2019 with details of 1 month of preparation, 2 months of research and revision, 3 months of completion. UPT Jember Regency Job Training Center as a research site using *purposive area*, observation, interviews, and documentation. The technique of determining research informants uses *snowball sampling*. Snowball sampling is a data sampling technique by selecting certain people who are considered to provide the necessary data (Nurdiani, 2014). The key informant in this study is the manager of the Mushroom Cultivation MTU program, while the supporting informant is the participant of the Mushroom Cultivation MTU. Data analysis was carried out using the Miles and Huberman model, namely data collection, data reduction, data presentation, and conclusion.

3. RESULTS AND DISCUSSION

The management carried out by the UPT Job Training Center is very well structured so that it can facilitate the achievement of the goal of mushroom cultivation training, namely the youth trainees become empowered after attending the training. Based on this, participants who have attended the training have received improvements in vocational skills and academic skills so that they have been empowered from before attending the training.

The planning that has been carried out by the UPT Job Training Center is that parties who want to hold an MTU must send a proposal that includes four elements, namely the

formulation of the vision and mission, internal environmental assessment, external environment assessment, and strategy preparation. Before the training begins, the party who will hold the training must prepare a warehouse where *baglogs* are stored, this is so that it does not take the time or training hours that have been set, so that the training can run as expected.

The determination of the training method has been chosen and uses lecture and practice methods, in the mushroom cultivation training conducted by the UPT Job Training Center prioritizes direct practice. Without good and structured planning, the training process will not run optimally so that in the end the goals of the initial planning will not be achieved. Planning is a result-oriented process to be achieved within a certain period of time by taking into account the potential, opportunities and constraints that may arise (Farhurohman, 2017).

The implementation of the training that has been carried out is a five-day training process starting from Monday to Friday for six to eight hours in each meeting. The instructor as the party of the UPT Job Training Center has maximized the time for training to be completed on time with all the practices that have been done without missing anything. The use of free learning media has also been maximized. The implementation carried out must be in accordance with the initial planning, to be in accordance with the initial goals to be achieved. The UPT Job Training Center has carried out the implementation in accordance with the initial planning, so that the results are as expected.

Implementation is an effort for all group members to carry out efforts to achieve a goal with their own awareness and remain guided by planning. Implementation as a whole effort, ways, techniques, and methods to encourage members to be willing and willing to work as well as possible in order to achieve goals effectively, efficiently and economically (Tamam et al., 2021).

Assessment or evaluation by instructors from the UPT Job Training Center is carried out after each stage is completed, the time is also flexible following the schedule of the participants, making it easier for all participants to take part in the evaluation. In conducting the evaluation, the instructor collects data from the results of the participants' activities and processes it so that it becomes a value that will eventually be presented in the form of a certificate. Certificates will be given to participants after the training is completed.

With the results of this research, UPT Job Training Center has conducted an assessment or evaluation to show that, assessment is an activity to collect, process, and present data for input in decision making regarding programs that are or have been implemented (Lazwardi, 2017). The assessment action aims to determine the process of successful activities or not (Harefa, 2020). With the assessment, it will be known which ones should be improved, and further to improve future activities (Koswara, 2014).

So that the management process carried out by the UPT Job Training Center has been effective, making the trainees understand and have new knowledge that makes the trainee youth empowered from before who do not understand the cultivation process to understand and understand how the process and what materials will be used in mushroom cultivation.

Vocational skills are one form of specific skills that lead to an individual's ability to work or realize a work (Lestari, 2017). This skill is more suitable for individuals who will pursue jobs that rely more on psychomotor skills.

Vocational is known only in the narrow sense that means work so that its implementation is only in temporary moments or when individuals need it (Savickas, 2012). In other words, vocational skills are the ability and courage to face life problems, then proactively and creatively seek and find solutions to overcome them (Rachman et al., 2020).

They managed to make money and make money on their own. The trainee youth succeeded in solving the problems of their lives that were once unemployed. Judging from the progress of the trainee youth, the UPT Job Training Center has succeeded in empowering the trainee youth.

Youth empowerment in mushroom cultivation training on thinking or academic skills. Both aspects are related to each other. Judging from the progress of the trainee youth as a whole, it is very clear that the difference when the first time the trainee youth joined the MTU program, they still did not have insight or knowledge about mushroom cultivation, after attending the training, participants were able to understand how to cultivate mushrooms in detail and structured, and the trainee youth also succeeded in growing their entrepreneurial spirit by opening their own mushroom cultivation business (Kusasih et al., 2019). So the empowerment of youth in mushroom cultivation training has been fruitful.

Overall, the empowerment of mushroom cultivation training participants at UPT BLK Jember Regency is appropriate if it is associated with Kindervutter's theory, which views empowerment as a process of giving strength or power in the form of education (Hiryanto, 2017) which aims to raise awareness, understanding, and sensitivity of citizens to learn social, economic and political developments (Nurhayati et al., 2020) so that in the end they have the ability to improve and improve its position in society. Trainees have developed and have acquired abilities that were not previously possessed after attending training, and go through stages that make participants rise from their helplessness.

4. CONCLUSION

The conclusion of this study is that the management carried out by the MTU program manager has been effective and efficient in empowering training participants, the planning prepared from the beginning has been achieved as desired, training hours for 120-160 hours are used optimally so that all material and practice in its implementation is not wasted, intensive practice carried out for 6 days also makes participants have new provisions in living life in the future. Participants have skills that are ready to be used to compete in the world of work. Assessment or evaluation has also been carried out to overcome the shortcomings experienced by young trainees, the instructors are also still responsible after the participants have finished attending the training, by supervising all former participants. Suggestion: For training managers, managers should direct instructors and assistant instructors to be able to guide trainees when opening a business. For other researchers, they can research coaching after attending training.

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